

FEB 04 2014

THOMAS R. FALLOQUIST
SPOKANE COUNTY CLERK

STATE OF WASHINGTON
SPOKANE COUNTY SUPERIOR COURT

STATE OF WASHINGTON,

NO. 14200416-2

Plaintiff,

v.

COMPLAINT FOR INJUNCTIVE
AND OTHER RELIEF UNDER THE
CONSUMER PROTECTION ACT

**LABOR STANDARDS
COMPLIANCE OFFICE** and
FANGLIANG CUI, a/k/a
FENGLIANG CUI, individually and
as a Member and Manager of LABOR
STANDARDS COMPLIANCE
OFFICE,
Defendants.

The Plaintiff, State of Washington, by and through its attorneys Robert W. Ferguson, Attorney General, and James Brooks Clemmons, Jr., Assistant Attorney General, brings this action against the Defendants named below. The State alleges the following on information and belief:

I. JURISDICTION AND VENUE

1.1 This Complaint is filed and these proceedings are instituted under the provisions of the Unfair Business Practices–Consumer Protection Act, RCW 19.86.

1.2 The Attorney General is authorized to commence this action pursuant to RCW 19.86.080 and RCW 19.86.140.

1.3 The violations alleged in this Complaint were committed in whole or in part in Spokane County, Washington, by the Defendants named herein.

1.4 Venue is proper in Spokane County pursuant to RCW 4.12.020.

1.5 This Court has personal jurisdiction over Defendants because they have purposely acted or consummated transactions in the state of Washington, and thus have purposely availed themselves of the privilege of conducting business in the state of Washington. The causes of action alleged herein arise from or are connected with those transactions. The Court also has personal jurisdiction over Defendants pursuant to RCW 25.15.310(3), which provides that a foreign limited liability company and its members and managers doing business in the state of Washington submit to personal jurisdiction of Washington State courts.

II. DEFENDANTS

2.1 Defendant Labor Standards Compliance Office, is a California company, with its principal place of business located at 18141 Beach Boulevard, Suite 290, Huntington, California according to records filed with the California Secretary of State. Defendant Labor Standards Compliance Office has not registered as a foreign limited liability company in Washington and has not obtained a Washington business license. Because Labor Standards Compliance Office has not registered as a foreign limited liability company, it has not designated a principal place of business in Washington nor has it complied with any other provisions of RCW 25.15.020 such as, but not limited to, designating a registered agent for service of process. Labor Standards Compliance Office uses a Washington mailing address of Labor Standards Compliance Office, Business Compliance Department, 1201 Pacific Avenue, 6th Floor, Tacoma, Washington 98402. This address is a mail drop and Labor Standards Compliance Office maintains no physical office in Washington. Defendant Labor Standards Compliance Office is engaged in the sale of goods and services, including the marketing and

1 selling of federal and state law labor and employment rights posters that are required to be
2 posted at businesses.

3 2.2 Upon information and belief, Defendant Fangliang Cui, also known as
4 Fengliang Cui, hereinafter "Cui," owns, operates, and manages Labor Standards Compliance
5 Office. Upon information and belief, Defendant Cui devises, controls and supervises the acts,
6 practices, representations and omissions of Defendant Labor Standards Compliance Office
7 which give rise to this action. Defendant Cui is sued both in her individual capacity and in her
8 capacity as a member of Defendant Labor Standards Compliance Office.

9 2.3 Defendants Labor Standards Compliance Office and Cui are collectively
10 referred to as "Defendants."

11 III. NATURE OF TRADE AND COMMERCE

12 3.1 Defendants, at all times relevant to this action, have been engaged in trade or
13 commerce within the meaning of RCW 19.86.020 by marketing and selling goods and services
14 to Washington consumers and have been at all times relevant to this action in competition with
15 others engaged in similar activities in the state of Washington.

16 3.2 Defendants market and sell to Washington consumers federal and state law
17 labor and employment rights posters that are required to be posted at businesses. Defendants
18 maintain, or have maintained, a mail drop located at 1201 Pacific Avenue, Tacoma,
19 Washington 98402.

20 IV. FACTS

21 4.1 State and federal law requires businesses to display for their employees posters
22 containing information about employee legal rights. These posters are available to businesses
23 for free through the Washington State Department of Labor and Industries.

24 4.2 As early as December 2013, Defendants began sending solicitations to
25 Washington consumers offering to provide state and federal labor and employment law posters
26 that are required to be posted at businesses for \$295.00.

1 4.3 Defendants use the name Labor Standards Compliance Office to solicit
2 Washington consumers to purchase copies of state and federal labor and employment law
3 posters that are required to be posted at businesses for \$295.00.

4 4.4 The solicitation Defendants mail to Washington consumers comes in an envelope
5 that says "THIS NOTIFICATION IS CONCERNING YOUR LABOR LAW COMPLIANCE
6 IMMEDIATE RESPONSE REQUESTED" in large bold font.

7 4.5 An exemplary copy of the envelope Defendants use to mail their solicitation to
8 Washington consumers is attached to this complaint as Exhibit A.

9 4.6 As early as December 2013, and at all times relevant to this complaint,
10 Defendants' solicitation sent to Washington consumers includes language in large bold font that
11 states "FINAL NOTICE Failure to comply with 2013 labor law requirements may lead to
12 government fines and/or audits...."

13 4.7 An exemplary copy of Defendants' solicitation sent to Washington consumers is
14 attached to this complaint as Exhibit B.

15 4.8 At all relevant times to this complaint, Defendants' solicitation sent to
16 Washington consumers includes language that states "The State of Washington and the Federal
17 government require all Washington employers to post a number of required notices on their
18 business premises to inform their employees of their legal rights. Failure to comply with
19 Washington Labor Law Posting regulations can result in fines."

20 4.9. At all times relevant to this complaint, Defendants' solicitation sent to
21 Washington consumers includes language that states "Recent federal revisions include five
22 new/revised notices: the Federal Family and Medical Leave Act (Updated 3/2013); the
23 Employee Polygraph Protection Notice; the OSHA "It's the Law!" notice "revised 3/2012"; and
24 two revised 2012 IRS notices."

25 4.10 At all times relevant to this complaint, Defendants' solicitation sent to Washington
26 consumers includes language that states "As an employer you must ensure compliance with

1 revised 2012 & 2013 labor law mandatory changes and replace any outdated notices for both State
2 and Federal labor law posters.”

3 4.11 At all times relevant to this complaint, Defendants’ solicitation sent to
4 Washington consumers includes language that states, “Failure to comply with the posting
5 regulations can lead to fines up to \$17,000 (29 USC sec. 666(1) & 29 USC Sec. 2005). Return the
6 bottom portion of this form along with your payment in the enclosed envelope to bring your
7 business into compliance.”

8 4.12 At all times relevant to this complaint, Defendants’ solicitation sent to Washington
9 consumers includes language that identifies a list of required “Washington Notices” and “Federal
10 Notices.”

11 4.13 At all times relevant to this complaint, Defendants’ solicitation has included
12 language in multiple locations that states “Reply by: NOW DUE.”

13 4.14 At all times relevant to this complaint, Defendants’ solicitation has included
14 language in multiple locations that states “Fee: \$295” or “PAYMENT AMOUNT \$295.00.”

15 4.15 At all times relevant to this complaint, Defendants’ solicitation has included
16 identifying information of the solicited consumer including, but not limited to: “COMPANY ID
17 NUMBER” followed by bar code; “Company Status”; and “BUSINESS LOCATION.”

18 4.16 At all times relevant to this complaint, Defendants’ solicitation has included
19 language that states “To ensure your compliance with current Washington and Federal law
20 posting requirements including any recent changes to your Worker’s Compensation
21 Discrimination, Unemployment, and Wage & Hour notices, use the form below to order the 2013
22 All-In-One State and Federal Law Poster and 3-year Compliance Plan.”

23 4.17 At all times relevant to this complaint, Defendants’ solicitation has included
24 language that states “QUESTIONS & ANSWERS” and provides information for the following
25 questions:

26 a. “I am a federal contractor. Will I have to post the notice?”

1 b. “How will the Board enforce the rule?”

2 c. “What will be the consequences for failing to post the notice?”

3 4.18 At all times relevant to this complaint, Defendants mailed their solicitation to
4 Washington consumers in December 2013 and January 2014.

5 4.19 The timing, circumstances, wording and layout of Defendants’ solicitation creates
6 the net impression that (a) it is necessary for consumers to obtain mandatory state and federal
7 labor employment law posters from Defendants; (b) Defendants are the equivalent of a state
8 and/or federal agency; (c) that \$295.00 is a necessary or appropriate fee for receiving mandatory
9 state and federal labor and employment law posters that are available for free if obtained from the
10 Washington State Department of Labor and Industries; and (d) the solicitation comes from a
11 governmental agency and/or is a bill or invoice the consumer is obligated to comply with, respond
12 to or pay.

13 **V. FIRST CAUSE OF ACTION—VIOLATION OF RCW 19.86 BY**
14 **CREATING NET IMPRESSION THAT SOLICITATION COMES**
15 **FROM A GOVERNMENTAL AGENCY**

16 5.1 Plaintiff realleges Paragraphs 1.1 through 4.19 and incorporates them as if set
17 forth fully herein.

18 5.2 Defendants create a net impression for consumers that the solicitation they send
19 to consumers comes from a governmental agency by engaging in the following, but not limited
20 to, actions:

21 a. Marketing and selling to Washington consumers copies of state and
22 federal labor and employment law posters the consumer is required by law to post;

23 b. Marketing and selling to Washington consumers copies of posters
24 created and issued by state and federal agencies;

25 c. Formatting their solicitation to mimic a governmental notice or invoice;

26 d. Using a name that can be confused with a governmental agency;

1 e. Including language in their solicitation that consumers can bring their
2 business into legal compliance by responding to Defendants' solicitation;

3 f. Timing the solicitation to arrive shortly in or around the time new
4 regulations or requirements would take effect;

5 g. By sending their solicitation in an envelope that reads, "THIS
6 NOTIFICATION IS CONCERNING YOUR LABOR LAW COMPLIANCE
7 IMMEDIATE RESPONSE REQUESTED";

8 h. Requesting a consumer pay a "Fee" of \$295.00 to obtain copies of state
9 and federal labor and employment law posters that are required to be posted at the
10 consumer's business;

11 i. Including language in their solicitation that "Failure to comply with the
12 posting regulations can lead to fines up to \$17,000 (29 USC sec. 666(1) & 29 USC Sec.
13 2005)"; and

14 j. Including language in their solicitation that advises the consumer of their
15 legal obligations.

16 5.3 Defendants violated RCW 19.86.020 in the context of conducting their business
17 by creating a net impression for consumers that the solicitation they send to consumers comes
18 from a governmental agency.

19 5.4 The net impression created by Defendants' actions and solicitation cause
20 consumers to believe, among other things, that it is necessary for consumers to obtain copies of
21 mandatory state and federal labor and employment law posters from Defendants and/or that
22 Defendants' solicitation is something that consumers are obligated to comply with, respond to,
23 or pay.

24 5.5 Defendants' conduct affects the public interest and has the capacity to mislead a
25 substantial number of consumers and constitutes unfair or deceptive acts or practices in trade
26 or commerce and unfair methods of competition in violation of RCW 19.86.

1 **VI. SECOND CAUSE OF ACTION—VIOLATION OF RCW 19.86**
2 **BY CREATING A FALSE SENSE OF URGENCY**

3 6.1 Plaintiff realleges Paragraphs 1.1 through 5.5 and incorporates them as if set
4 forth fully herein.

5 6.2 Defendants' solicitation creates a false sense of urgency for consumers.
6 Defendants create this false sense of urgency when they send a solicitation to a consumer that
7 includes, but is not limited to, the following language and information:

8 a. "Reply By: NOW DUE";

9 b. "FINAL NOTICE Failure to comply with 2013 labor law requirements
10 may lead to government fines and/or audits";

11 c. "Failure to comply with the posting regulations can lead to fines up to
12 \$17,000 (29 USC sec. 666(1) & 29 USC Sec. 2005)";

13 d. By sending their solicitation in an envelope that reads, "THIS
14 NOTIFICATION IS CONCERNING YOUR LABOR LAW COMPLIANCE
15 IMMEDIATE RESPONSE REQUESTED";

16 e. Timing the solicitation to arrive shortly in or around the time new
17 regulations or requirements would take effect;

18 f. Marketing and selling to Washington consumers copies of state and
19 federal labor and employment law posters that the consumer is required by law to post;
20 and

21 g. Including language in their solicitation that consumers can bring their
22 business into legal compliance by responding to Defendants' solicitation.

23 6.3 Defendants violated RCW 19.86.020 in the context of conducting their business
24 by creating a false sense of urgency for consumers.

25 //

26 //

1 6.4 Defendants' conduct affects the public interest and has the capacity to mislead a
2 substantial number of consumers and constitutes unfair or deceptive acts or practices in trade
3 or commerce and unfair methods of competition in violation of RCW 19.86.020.

4
5 **VII. THIRD CAUSE OF ACTION — VIOLATION OF RCW 19.86 BY**
6 **CREATING NET IMPRESSION OF A BILL OR INVOICE A CONSUMER**
7 **IS OBLGATED TO COMPLY WITH, RESPOND TO, OR PAY**

8 7.1 Plaintiff realleges Paragraphs 1.1 through 6.4 and incorporates them as if set
9 forth fully herein.

10 7.2 Defendants create a net impression that consumers have received a bill or
11 invoice that the consumer believes he or she is obligated to comply with, respond to or pay by
12 engaging in the following, but not limited to, actions:

- 13 a. Formatting their solicitation to mimic a bill or invoice;
- 14 b. Using a name that can be confused with a governmental agency;
- 15 c. Marketing and selling to Washington consumers copies of state and
16 federal labor and employment laws the consumer is required by law to post;
- 17 d. Including language in their solicitation that consumers can bring their
18 business into legal compliance by responding to Defendants' solicitation;
- 19 e. By sending their solicitation in an envelope that reads, "THIS
20 NOTIFICATION IS CONCERNING YOUR LABOR LAW COMPLIANCE
21 IMMEDIATE RESPONSE REQUESTED";
- 22 f. Requesting a consumer pay a "Fee" of \$295.00 to obtain copies of state
23 and federal labor and employment law posters that are required to be posted at the
24 consumer's business;
- 25 g. Including language in their solicitation that says "FINAL NOTICE Failure
26 to comply with 2013 labor law requirements may lead to government fines and/or audits";

1 h. Including language in their solicitation that says “Fee: \$295” in multiple
2 locations;

3 i. Including language in their solicitation that says “PAYMENT
4 AMOUNT \$295.00”; and

5 j. Including language in their solicitation that advises the consumer of their
6 legal obligations.

7 7.3 Defendants violated RCW 19.86.020 in the context of conducting their business
8 by creating a net impression for consumers that the solicitation they send to consumers is a bill
9 or invoice a consumer is obligated to comply with, respond to, or pay.

10 7.4 The net impression created by Defendants’ actions and solicitation cause
11 consumers to believe, among other things, that Defendants’ solicitation is something that
12 consumers are obligated to comply with, respond to, or pay.

13 7.5 Defendants’ conduct affects the public interest and has the capacity to mislead a
14 substantial number of consumers and constitutes unfair or deceptive acts or practices in trade
15 or commerce and unfair methods of competition in violation of RCW 19.86.020.

16 VIII. PRAYER FOR RELIEF

17
18 WHEREFORE, Plaintiff, State of Washington, prays for relief as follows:

19 8.1 That the Court adjudge and decree that Defendants have engaged in the conduct
20 complained of herein.

21 8.2 That the Court adjudge and decree that the conduct complained of in Paragraphs
22 4.1 through 7.5 constitutes unfair or deceptive acts or practices and unfair methods of competition
23 in violation of the Consumer Protection Act, Chapter 19.86 RCW.

24 8.3 That the Court issue a permanent injunction enjoining and restraining Defendants
25 and their representatives, successors, assigns, officers, agents, servants, employees, and all other
26 persons acting or claiming to act for, on behalf of, or in active concert or participation with

1 Defendants from continuing or engaging in the unlawful conduct complained of herein.

2 8.4 That the Court assess civil penalties, pursuant to RCW 19.86.140, of up to two
3 thousand dollars (\$2,000) per violation against the Defendants for each and every violation of
4 RCW 19.86.020 caused by the conduct complained of herein.

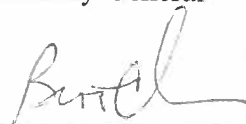
5 8.5 That the Court make such orders pursuant to RCW 19.86.080 as it deems
6 appropriate to provide for restitution to consumers of money or property acquired by Defendants
7 as a result of the conduct complained of herein.

8 8.6 That the Court make such orders pursuant to RCW 19.86.080 to provide that
9 Plaintiff, State of Washington, have and recover from Defendants the costs of this action,
10 including reasonable attorney's fees.

11 8.7 That the Court order such other relief as it may deem just and proper to fully and
12 effectively dissipate the effects of the conduct complained of herein, or which may otherwise
13 seem proper to the Court.

14 DATED this 1st day of February, 2014.

15 ROBERT W. FERGUSON
16 Attorney General

17 
18 _____
19 BROOKS CLEMMONS, WSBA #22896
20 Assistant Attorney General
21 Attorneys for Plaintiff State of Washington
22 1116 W. Riverside Avenue
23 Spokane, WA 99201-1194
24 (509) 456-3282
25
26

PRSR STD
U.S. POSTAGE
PAID
LABOR STANDARDS
COMPLIANCE OFFICE

RETURN SERVICE REQUESTED

THIS NOTIFICATION IS CONCERNING
YOUR LABOR LAW COMPLIANCE
IMMEDIATE RESPONSE REQUESTED
2013

PLACE
STAMP
HERE

EXHIBIT A

LABOR STANDARDS COMPLIANCE OFFICE
Business Compliance Department
1201 Pacific Avenue, 6th Floor
Tacoma, WA 98402

FINAL NOTICE
Failure to comply with 2013 labor
law requirements may lead to
government fines and/or audits

LABOR COMPLIANCE NOTICE

Return the bottom portion with your payment

COMPANY ID NUMBER



10050287

Fee: \$295

DESCRIPTION

Notice No: 80126172
US WA-LSCO-2013

Company ID Number



WA LABOR 10050287

Company Status: 1

Fee: \$295

Reply by: NOW DUE

BUSINESS LOCATION:
544 16th Ave W
Kirkland, WA 98033-4626

The State of Washington and the Federal government require all Washington employers to post a number of required notices on their business premises to inform their employees of their legal rights. Failure to comply with Washington Labor Law Posting regulations can result in fines.

Recent federal revisions include five new/revised notices: the Federal Family and Medical Leave Act (Updated 3/2013), The Employee Polygraph Protection Notice, the OSHA "It's the Law!" notice (revised 3/2012), and two revised 2012 IRS notices.

Federal Posting updates, state agencies are constantly updating their mandatory state postings.

As an employer you must ensure compliance with revised 2012 & 2013 labor law mandatory changes and replace any outdated notices for both State and Federal labor law posters.

Failure to comply with posting regulations can lead to fines up to \$17,000 (29 USC sec. 666(1) & 29 USC Sec. 2005). Return the bottom portion of this form along with your payment in the enclosed envelope to bring your business into compliance.

Washington Notices:

If any of these notices are not posted/current or are damaged/defaced.
Washington Minimum Wage Law
Washington Your Rights as a Worker
Washington OSHA/WSHA
Washington Workers' Compensation
Washington Self-Insured Workers' Compensation
Washington Notice to Employees
Washington Unemployment Insurance
Washington Family Leave
Washington Discrimination

Federal Notices:

Equal Employment Opportunity is the Law - Includes NEW GINA in effect November 21, 2009
Federal Minimum Wage 2009
USERRA - Uniformed Services Employment and Reemployment Rights Act
OSHA - Job Safety & Health Protection
Employee Polygraph Protection Act
Family and Medical Leave Act
IRS Withholding Notice
Anti-Discrimination Notice
Payday Notice
Emergency Numbers
Employee "Right to know" Notice

Labor Standards Compliance Office will publish an updated federal labor law poster with the new State and Federal poster for private employers. This new federal poster will be covered under Labor Standards Compliance Office's One System 3-Year Compliance Plan. A) The 2013 All-In-One State and Federal Law posters you receive meet all posting requirements. B) You will receive a certificate of Compliance. This certificate can be used to satisfy State, Federal and OSHA requests for posting compliance verification. C) Each State and Federal All-In-One Labor Poster contains a unique serial registration number, which is kept in our database to confirm you have the most up to date poster. D) With your order, you also receive our 3 year automatic update notification service. This ensures you do not have to replace your entire poster as posters change; you will receive an update panel that is designed to fit over any out-of-date poster on your All-In-One State and Federal Labor Law Poster. Labor Standards Compliance Office is a non-government publisher of copyrighted compliance poster that is intended to help employers meet their legal obligations under labor law posting regulations.

39 USC 3001(d)(2)(A): "THIS IS NOT A BILL. THIS IS A SOLICITATION YOU ARE UNDER NO OBLIGATION TO PAY THE AMOUNT STATED ABOVE UNLESS YOU ACCEPT THIS OFFER. THIS PRODUCT OR SERVICE HAS NOT BEEN APPROVED OR ENDORSED BY ANY GOVERNMENT AGENCY AND THIS OFFER IS NOT BEING MADE BY AN AGENCY OF THE GOVERNMENT."

To ensure your compliance with current Washington and Federal law posting requirements including any recent changes to your Worker's Compensation, Discrimination, Unemployment, and Wage & Hour notices, use the form below to order the 2013 All-In-One State and Federal Law Poster and 3-year Compliance Plan.

TEAR ALONG DOTTED LINE AND ENCLOSE THIS STUB WITH YOUR PAYMENT

DETACH AND MAIL THIS STUB WITH YOUR PAYMENT

DO NOT STAPLE, TAPE OR CLIP PAYMENT STUB OR CHECK



Notice Number: 80126172

COMPANY ID NUMBER

11/29/2013



WA-10050287

INDICATE AMOUNT PAID

PAYMENT AMOUNT
Reply by: DUE NOW

\$295.00

\$

☐ CHECK HERE FOR CHANGE OF ADDRESS

NOTE ALL ADDRESS CHANGES ON THE
REVERSE SIDE OF THIS PAYMENT STUB

MAKE CHECKS PAYABLE TO:

Please write the entity number on
the lower left corner of your check
or money order

Labor Standards Compliance Office
1201 Pacific Avenue, 6th Floor
Tacoma, WA 98402

Please see the back of this form for important information. Please remember to enclose your payment.

000000080126172 10050287 29500

EXHIBIT B

QUESTIONS & ANSWERS

I am a federal contractor. Will I have to post the notice?

The board's notice posting rule will apply to federal contractors, who already are required by the Department of Labor to post a similar notice of employee rights. A contractor will be regarded as complying with the Board's notice posting rule if it posts the Department of Labor's notice.

How will the Board enforce the rule?

Failure to post the notice may be treated as an unfair labor practice under the National Labor Relations Act. The Board investigates allegations of unfair labor practices made by employees, unions employers, or other persons, but does not initiate enforcement action on its own.

What do I get with this order?

A) The 2013 All-In-One State and Federal Labor Law Poster you receive meets all posting requirements. B) You will receive a certificate of compliance. This certificate can be used to satisfy State, Federal, and OSHA requests for posting Compliance Verification. C) Each State and Federal All-In-One Labor Poster contains a unique serial number registration. This number is kept in our database to confirm you have the most up to date poster. D) We will send you periodic emails that give you immediate information on government issues and mail you the new poster free of charge. E) With that order you also receive our 3-Year automatic update notification service. This ensures you do not have to replace your entire poster as posters change. You will receive an update panel that is designed to fit over any out-of-date poster on your All-In-One State and Federal Law Poster.

What will be the consequences for failing to post the notice?

The Board expects that, in most cases, employers who fail to post the notice are unaware of the rule and will comply when requested by a board agent in such cases; the unfair labor practice case will typically be closed without further action. The Board also may extend the 6-month statute of limitations for filing a charge involving other unfair labor practice allegations against the employer. If an employer knowingly and willfully fails to post the notice the failure may be considered evidence of unlawful motive in an unfair labor practice case involving other alleged violations of the NLRA.

POLICIES, TERMS AND SERVICE AGREEMENTS

AGREEMENT FOR LABOR STANDARDS COMPLIANCE OFFICE'S FEDERAL AND STATE LABOR LAW POSTER ORDER AND 3 YEAR MONITORING SERVICES

YOUR PAYMENT TO LABOR STANDARDS COMPLIANCE OFFICE OF ANY FEES FOR ITS SERVICES IS YOUR CONSENT TO AND ACCEPTANCE OF THE TERMS OF THIS USER AGREEMENT.

You are advised to seek the advice of legal counsel prior to taking any action based upon information obtained from or furnished by LABOR STANDARDS COMPLIANCE OFFICE.

1. **INTRODUCTION:** LABOR STANDARDS COMPLIANCE OFFICE is a research and publishing company and a provider of labor law posters and monitoring services. We are not a law firm. We do not provide legal advice. LABOR STANDARDS COMPLIANCE OFFICE SERVICE IS NOT A SUBSTITUTE FOR LEGAL ADVICE.
2. **DISCLAIMERS:** LABOR STANDARDS COMPLIANCE OFFICE is a private non-governmental business providing labor posters and poster monitoring services to corporations large and small as well as to private individuals. LABOR STANDARDS COMPLIANCE OFFICE and its monitoring service is neither a legal requirement or a mandatory service. This product has not been approved or endorsed by any government agency and this offer is not being made by an agency or the government 39 USC 3001(d)(2)(A): THIS IS NOT A BILL. THIS IS A SOLICITATION. YOU ARE UNDER NO OBLIGATION TO PAY THE AMOUNT STATED ABOVE UNLESS YOU ACCEPT THIS OFFER.
3. **COPYRIGHT:** Our All-In-One compliance posters. Membership subscription service and All-In-One State and Federal Law Poster are copyrighted material. Notices are available free from the government; we do not sell or provide individual government posters. Our products may not be reproduced without prior written permission.
4. **WARRANTIES/LIMITATION OF LIABILITY:** LABOR STANDARDS COMPLIANCE OFFICE utilizes information provided by third party governmental and private entities. While reasonable steps are taken to assure that the information provided by LABOR STANDARDS COMPLIANCE OFFICE is accurate and complete. You agree that LABOR STANDARDS COMPLIANCE OFFICE shall have NO LIABILITY beyond the fees paid by you for the service for any damages suffered by you. Under no circumstances will LABOR STANDARDS COMPLIANCE OFFICE or any of its affiliated companies be liable for failing to alert you of any new labor poster compliance regulations. You expressly agree that LABOR STANDARDS COMPLIANCE OFFICE, its affiliates, and sponsors are neither responsible nor liable for any direct, indirect, incidental, consequential, special, exemplary, punitive, or other damages arising out of or relating in any way to the LABOR STANDARDS COMPLIANCE OFFICE service from any emails or other communications originating from LABOR STANDARDS COMPLIANCE OFFICE.
5. **INDEMNIFICATION:** To the maximum extent permitted by applicable law you will defend, indemnify and hold LABOR STANDARDS COMPLIANCE OFFICE (and any of its affiliates, officers, directors, managers, employees, and agents) harmless from and against all claims, liabilities, and expenses, including attorney fees, legal fees and costs, arising out of your use of any information provided to you by LABOR STANDARDS COMPLIANCE OFFICE or your breach of any provision of this User Agreement. LABOR STANDARDS COMPLIANCE OFFICE may change the terms of this User Agreement at any time by notifying you of the change either electronically or in writing.
6. **LAW GOVERNING PERFORMANCE AND DISPUTES:** This agreement, the parties performance under it and any disputes arising under it shall be governed exclusively by the laws of the United States of America and the Governing State of Principal Business.

ADDRESS CHANGES

Mailing Address only ☐

Mailing and delivery address ☐

Name _____

Address _____

City _____

() _____

Phone Number _____

Email Address _____

Company Identification Number

Do Not Forget To:

- ✓ Detach this remittance and return with your payment
- ✓ Write the complete identification number on your check
- ✓ Mail remittance and payment using the enclosed envelope

EXHIBIT B